DOCUMENT RESUME

ED 162 571 HE 010 650

TITLE	On Campus with Women. Number 20. June 1978.
INSTITUTION	Association of American Colleges, Washington, D.C. Project on the Status and Education of Women.
SPONS AGENCY	Carnegie Corp. of New York, N.Y.; Ford Foundation, New York, N.Y.
PUB DATE	Jun 78
NOTE	11p.
AVAILABLE FROM	Project on the Status and Education of Women, Association of American Colleges, 1818 R Street, N.W., Washington, D.C. 20009
EDRS PRICE	MF-$0.83 HC-$1.67 Plus Postage.
DESCRIPTORS	*Affirmative Action; College Students; Court Cases; Equal Education; *Equal Opportunities (Jobs); Federal Legislation; *Females; Higher Education; Medical Education; Newsletters; Personnel Policy; Professional Education; Retirement; *Sex Discrimination; Sex Stereotypes; Women Professors; Womens Athletics; *Womens Education; *Womens Studies
IDENTIFIERS	*Education Amendments 1972 Title IX

ABSTRACT

The contents of this newsletter concern affirmative action and employment, education of women, women's studies, Title IX; medicine, sports, and international news. The following news items are included: increased part-time careers in academe, the status of women faculty in academe, new decisions on sex discrimination, HEW investigations of major universities, court requirements of equality in pensions, HERS Mid-Atlantic plans for research internships, revised dictionary of occupational titles eliminating sexist words, women graduate student's use of guidance and counseling services, enrollment of women in professional programs, older women and grades, women college trustees, women and technical and vocational careers, women's studies programs in 1977, HEW's data collection concerning women, a new publication for journalism students and teachers, resources for learning and teaching about women, violations of Title IX and loss of federal funds, Title IX and a private right to sue, coverage of employment by Title IX, sexual harassment and Title IX violation, medical schools and age bias, female physicians and productivity, a coalition of women medical students, resources on women in medicine, a publication on women's athletic opportunity, a resource guide on equity in school athletics, and women and top academic positions in Great Britain. (SW)

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project on the status and education of **women**

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AFFIRMATIVE ACTION AND EMPLOYMENT

Part-Time Employment is on the Increase

Part-time careers in academe are becoming increasingly popular. In the last four years, the number of full-time faculty members of four-year colleges and universities has increased by only 9%, while the number of part-time faculty has grown by 38%. In 1976-77, there was one part-timer for every three full-time faculty members.

The average part-timer earns about $1,600 per year, about $1,000 per course taught. However, since full-time faculty members average about 2½ courses per year, the average part-time faculty member's rate of pay would be equal to a full-time salarty of only about $10,000 per academic year. In addition, few part-timers get benefits; only 5% receive life insurance from their academic employer, 13% receive pension benefits, 7% receive medical insurance, and 7% receive unemployment insurance coverage. These figures are from a study of part-time faculty, sponsored by the American Association of University Professors (AAUP). For more information, contact AAUP, One Dupont Circle, NW, Washington, DC 20036.

College professors are not the only group interested in part-time employment. Part-time jobs appeal to a growing number of women workers, many of whom constitute a permanent part-time workforce. Part-time workers are now the fastest growing segment of the workforce which includes almost 17 million people. Many are young women with children who prefer part-time work, although the great majority of employed women—three out of four—work full-time.

There is growing pressure to alter negative attitudes toward temporary part-time workers so that they can be considered for promotion and given a fair share of benefits. Part-time employment has advantages for the employer in improved morale and productivity. Supervisors' ratings of part-time women workers in professional and technical positions at HEW, for instance, show that 55% are more productive on a work-per-hour basis than regular employees.

Proponents of work sharing note that it could ease the hardships especially on last-hired, first-fired women and minorities. In Santa Clara County, California, last year part-time employment was used as a mechanism for preventing the layoff of county employees. Seventeen percent of the county's work force of 10,000 voluntarily applied to reduce their hours. Unpaid time off later became an optional employee benefit. In view of such interest from workers and the persistence of high rates of unemployment, planners are now urging programs for voluntary reduction of work hours. One million jobs would be created if just 20% of the workforce volunteered to work 7% fewer hours, which is three hours less per week, or 20 days less per year.

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The federal government has issued a report which examines how part-time employment operates at the federal level. *Part-Time Employment in Federal Agencies* (No. FPOD-75-156), is available from the Comptroller General, General Accounting Office, Washington, DC 20548.

Women Faculty: The Long Climb Downhill

The status of women faculty in academe appears to be sliding slowly downhill. In the academic year 1974-75, the percentage of women faculty was 22.5%. In 1975-76, this dropped to 21.7%. But by 1976-77, the percentage had risen slightly to 22.4%, just below the 1974-75 figures. The annual report of the American Association of University Professors on the economic status of the profession reports that the rank distribution of women faculty has also deteriorated. In 1976, a third of the female faculty were in the upper two ranks. In 1977, only 28% were so situated. The comparable figures for males are 63% in 1976 and 62% in 1977. Similarly, the gap in salaries between male and female faculty remains unchanged. On the average, last year's women's salaries were 5.1% lower than those of men of the same rank in 1976 and 1977.

For further information see *No Progress This Year: Report on the Economic Status of the Profession, 1976-77*, available for $2.50 from the American Association of University Professors, One Dupont Circle, NW, Suite 500, Washington, DC 20036.

Women Academics in the Courts: You Win Some and You Lose Some. . .

A number of new court decisions indicate a growing trend toward the rejection of sex discrimination claims brought by women faculty members against colleges and universities. In a series of cases across the country, courts recently have held that college administrators and faculty members are better equipped than civil rights agencies or the federal judiciary to make decisions about faculty hiring, tenure, salaries and promotions because these are essentially "academic judgements."

Highlights from some cases follow:

- A federal trial court in Pennsylvania stated that there should be no judicial interference in a faculty tenure decision unless the stated reason for the decision is shown to be a pretext for discrimination. Although an assistant professor was able to make an initial showing of sex discrimination, the court held that a review of her qualifications for tenure was apparently non-discriminatory. [*Johnson* v. *University of Pittsburgh*, 359 F. Supp. 1002 (1977).]
- State universities in both Maryland and Texas have been found not to have discriminated for failure to promote women professors because denial of the promotions in each case was based on "fairly applied" criteria. [*Cussler* v. *University of*

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Maryland, 430 F. Supp. 602 (1977); and *Berry* v. *University of Texas at Austin*, Civ. Action No. A74CA50, (W.D. Texas) 1977.]

• An assistant professor of education whose teaching contract was not renewed by SWARTHMORE COLLEGE (PA) failed to establish that she was a victim of sex discrimination because the trial court required she show "by a preponderance of the evidence that sex discrimination against female faculty members is the standard operating procedure of Swarthmore." [*Preseisen* v. *Swarthmore College*, 15 FEPC 1466, (1977).]

In contrast, the U.S. Court of Appeals for the First Circuit, however, recently affirmed a lower court ruling in favor of a woman academic, awarding her back pay and $17,766.56 in attorney's fees.

The sex discrimination claims against KEENE STATE COLLEGE (NH) were filed under Title VII of the 1964 Civil Rights Act, the Equal Pay Act, Title IX of the 1972 Education Amendments, and the 14th Amendment of the Constitution, but the trial court's award was based only on the Title VII action.

The court voiced "misgivings" over

> . . . the notion that courts keep "hands off" the salary, promotion and hiring decisions of colleges and universities. This reluctance has traditionally arisen from the courts' recognition that hiring, promotion and tenure decisions require subjective evaluation most appropriately made by persons thoroughly familiar with the academic setting. Nevertheless, we caution against permitting judicial deference to become judicial abdication of a responsibility entrusted to the courts by Congress. [footnotes omitted.]

The litigation on behalf of the woman faculty member was financed by the National Education Association and the National Higher Education Association. [*Sweeney* v. *Keene State College*, U.S. Court of Appeals, First Circuit. Docket Nos. 77-1243 and 77-1244. (January 4,1978.]

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THE PROJECT ON THE STATUS AND EDUCATION OF WOMEN of the Association of American Colleges provides information concerning women in education, and works with institutions, government agencies and other associations and programs affecting women in higher education. The Project is funded by Carnegie Corporation of New York and The Ford Foundation. Publication of these materials does not necessarily constitute endorsement by AAC, Carnegie Corporation of New York or The Ford Foundation. This publication may be reproduced in whole or part without permission, provided credit is given to the Project on the Status and Education of Women, Association of American Colleges, 1818 R Street, NW, Washington, DC 20009.

NOTE: For a comprehensive analysis of cases and trends, see "Sex Discrimination in Higher Education: It's Not Academic" by Judith P. Vladeck and Margaret M. Young, *Women's Rights Law Reporter*, Winter 1978, Vol. 4, No. 2, pp. 59-78, Rutgers Law School, 180 University Avenue, Newark, NJ 07102. $3.50 for individuals, $7.00 for institutions.

HEW Investigates Major Universities

The Office for Civil Rights (OCR) has recently completed its investigations of a number of major universities including OHIO STATE, WAYNE STATE (MI), THE UNIVERSITY OF MICHIGAN, UNIVERSITY OF CHICAGO, PURDUE UNIVERSITY (IN), and UNIVERSITY OF WISCONSIN. Civil rights officials stated that they found violations of the Executive Order 11246, which prohibits discrimination by federal contractors on the basis of sex, race, color, national origin, and religion. OCR has been negotiating lengthy agreements with the universities to remedy their violations. Each university was awarded its new contract on the condition that it sign such an agreement.

"When we went in, we didn't suspect the universities of anything," an agency spokesperson said. "We simply began routine investigations as part of a clearance procedure for major contract holders." An OCR investigation includes a review of a university's affirmative action plans.

David Tatel, director of the Office for Civil Rights, admitted that under previous administrations, investigations only did "paper reviews" and did not actually go on the campuses and look through employment records. Currently, however, OCR conducts on-site visits. In some instances, institutions which cannot explain their employment irregularities are being asked to award back pay to present employees and undertake efforts to recruit additional women and minorities.

Court Requires Equality in Pensions

The Supreme Court ruled in April that it is illegal to require female workers to pay more into a pension plan than males for the same retirement benefits. A pension plan requiring unequal contributions from men and women violates Title VII of the Civil Rights Act of 1964, which prohibits discrimination in employment.

The Court's ruling resulted from a case brought by five female employees of the Los Angeles Department of Water and Power [*Manhart* v. *City of Los Angeles*, 533 F 2d 581 (1976)] in which the 9th U.S. Circuit Court of Appeals ruled that the Department's pension plan, which required a 14.84% higher payroll deduction for women than men, was in violation of the law.

In upholding the Court of Appeal's ruling, the Supreme Court did not rule directly on a more common type of pension plan in which men and women pay the same amount but women receive lower benefits. The decision may have implications for such pension plans covering teachers in the country's school systems and colleges and universities. About 85% of private colleges and 30%-40% of public colleges and universities are covered by the Teachers Insurance and Annuity Association (TIAA) and the College Retirement Equities Fund (CREF).

The Court also decided, however, that employers did not have to pay women workers retroactively who had made greater contributions than men to their pension plans. "Retroacitve liability could be devastating for a pension fund," Justice Stevens noted in his opinion. Moreover, the Court

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did not strike down any plan that allowed an individual employee to buy a larger pension for himself or herself by going outside the company plan.

California Monitors Employment of Women in Public Colleges and Universities

A California law requires the state's postsecondary education division to submit biennial reports to the Governor and legislature on the representation and utilization of women and ethnic minorities among employees of the state university and colleges, the University of California, and the state's public community colleges. For further information write to the Postsecondary Education Division, State of California, Sacramento, CA 95814.

Women Administrators Discuss Financial Management of Colleges and Universities

Women administrators met earlier this year to discuss the financial management of colleges and universities. The conference sponsors—the National Association of College and University Business Officers (NACUBO) and the Committee for the Concerns of Women in the New England Colleges and Universities—have published an organizing manual to encourage others to hold similar conferences. The manual explains how to conduct a conference, and includes case materials, lectures, handouts, and information on logistical matters.

Copies are available for $25.00 pre-paid from NACUBO, One Dupont Circle, NW, Suite 510, Washington, DC 20036.

HERS Mid-Atlantic Plans Research Internship

The Higher Education Resource Services (HERS), Mid-Atlantic, is conducting a feasibility study funded by the National Institute of Education that will lead to a one-year internship in educational research. The internship is directed to women and minority junior faculty in the social sciences and education who are in four-year institutions in the Mid-Atlantic region. The program, designed for those who wish to increase their research skills or expand career options, would include paid placement with an outstanding senior researcher in an ongoing research project. It would also offer the potential of collaboration on publications and presentations, as well as advanced training in educational research.

Junior faculty members or researchers who wish to participate can contact: Dorothy Jackson, Associate Director and Project Director, HERS, Mid-Atlantic, University of Pennsylvania, 3601 Locust Walk, Philadelphia, PA 19104.

Call for Research

Sociologist Athena Theodore is updating her earlier work on *Academic Women in Protest* which covers activities in all areas of higher education, including professional schools. She is seeking information about such activities from faculty, staff, administrators, students, and affirmative action officers. Anyone interested in participating in the study should contact Athena Theodore, 27 Turning Mill Road, Lexington, MA 02173.

Women's Work Still Not Done

There are now more than 40 million women in the work force—40% of the labor market—29 million of whom have children under age 18. The number of married women in the work force has nearly tripled in the last 25 years, reaching 22.4 million in 1977. These and other facts of women's employment and unemployment, changing marital and family status, earnings and education, and work-life expectancy are contained in the publication, *U.S. Working Women*. The book's 61 tables and seven charts reveal a number of trends in the work patterns of female employees.

For example, in nearly half of all husband-wife families in 1976, both were wage earners. The more education women bring to their jobs, the more likely they are to have higher earnings. However, while 67.8% of women with four or more years of college achieve professional-technical positions, 16% of women with college degrees hold clerical jobs.

The unemployment rate for women continues to be higher than that of men, with minority women having the highest unemployment rate of all groups.

Copies of *U.S. Working Women* are available for $2.50 from the Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402.

Fulltime Housewife May Become Obsolete

According to a national survey by the National Assessment for Education Progress, only three percent of 17-year old females in the country pick "housewife" as their first choice career. The statistics indicate that young women consider working outside the home as an almost certainty.

Women Work Harder

A new study by THE UNIVERSITY OF MICHIGAN's Survey Research Center shows that women work harder and longer than men do. The average employed male spends about 11 percent of each work day in coffee breaks, relaxation and socializing, and lunch break time beyond the normal period. Women, on the other hand, spend only eight percent in scheduled and non-scheduled rest breaks. The study also revealed that:

- Effort given to the job by women is 112% of that given by men. When education, years of experience and total yearly work are taken into account, the figure is 115%.
- The greatest effort per hour of work is made by professionals, union members, part-time employees, and unmarried women.
- On the average, a male worker earns $7.00 per hour while a female earns only $4.34. When work hours are adjusted to account for total break time and time spent for on-the-job training, the wage rates become $8.48 for men and $4.86 for women.

For more information, contact Survey Research Center, the University of Michigan, Ann Arbor, MI 48109.

Dictionary of Occupational Titles Revised to Eliminate Sexist Words

Sex and age references in job titles and descriptions have been eliminated from the revised *Dictionary of Occupational Titles* recently issued by the Department of Labor. The 1,400 page publication, which defines 20,000 jobs is designed for use by employers. Titles such as "draftsman" have been replaced with "drafter." The *Dictionary* contains information on classification and definitions of job duties and requirements in the United States. Copies are available for $12.00 from the Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402.

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EDUCATION OF WOMEN

Help Wanted for Graduate Students

A pilot study at STANFORD UNIVERSITY (CA) has shown that women students in medical, law and business schools are increasingly seeking guidance and counseling services at a rate that is close to three times that of graduate men. Leah H. Kaplan and Jane Pao investigated why female graduate students were seeking help, and whether student services were adequately meeting their needs. The researchers found that many of the women were facing crises in their personal lives as well as problems with dual roles, finances, uncertain job market, and child care problems.

The students in the study felt that they lacked role models and that male faculty members seemed to be uncomfortable with female students in or out of class. Many commented that they had experienced instances of inappropriate questioning during their admissions interviews, e.g., doubting the seriousness of their commitment.

The study offered a number of suggestions for programs to address the needs of graduate women:

- outreach programs and peer counseling;
- development of informal communications networks among female students, faculty, and administrative staff;
- social events and communal dinners at the student union;
- panel discussions, workshops, and assertiveness training;
- emergency backup childcare services;
- designation of administrators as facilitators or lobbyists for students' needs.

The study was published in the October 1977 issue of the *Journal of the American College Health Association*, Vol. 26.

Enrollments Are Up For Professional Women

Women continue to seek professional degrees in increasing numbers, according to data released by the National Center for Education Statistics. In 1975-76, the percentage of women enrolled in medicine increased from 18.1% to 20.5%, in dentistry from 7% to 9.7%, in veterinary medicine from 20% to 23.5%, and in law from 20% to 23.3%. The *Journal of the American Medical Association* reported last December that the total number of women enrolled in medical schools in 1976 was 13,059, up from 11,500 in 1975. The figures show a dramatic gain from 1969-70 when women accounted for only 9% of medical students.

The proportion of doctorates granted to women is also increasing. In 1974, 19.4% of the doctorate recipients were female, reaching 21.9% in 1975 and 23.3% in 1976.

Making the Grade: Older Women Do It Better

Older women who pursue a college education get better grades than their younger male and female colleagues. So concludes a study by Dr. David Beardslee, director of the OAKLAND UNIVERSITY (MI) Institutional Research Department. Analysis of transcripts of 6,500 Oakland students showed that older women received the best grades of anyone; next came younger women, and last were men of all ages who fared about equally well. Beardslee noted that women who return to school are highly motivated to start a career. For men of the same age, college may be only one step toward advancement in an already established career.

Women Still Scarce as College Trustees

Although 85% of college trustees are in the private sector, public institutions have a better record on the number of women trustees. A survey for the Association of Governing Boards of Universities and Colleges notes that boards of trustees of public colleges and universities tend to include fewer corporation presidents, more women and blacks, younger people, and fewer members with advanced degrees than boards of private institutions.

Of the more than 47,000 trustees and regents serving on 2,314 governing boards responsible for 3,036 colleges and universities, only 15% are women. The typical trustee is a white male in his early fifties.

Copies of the report, *Composition of College and University Governing Boards*, Report No. 35, is available from the Higher Education Panel, American Council on Education, One Dupont Circle, NW, Washington, DC 20036.

Hard Going for Community College Women in Men's Fields

Can women easily enter and succeed in semi-professional and technical training programs once reserved "for males only?" Not without trying—hard.

The results of a national survey conducted by the American Association of Community and Junior Colleges and its affiliated council, the American Association of Women in Community and Junior Colleges, show that women can indeed enter and succeed in non-traditional fields such as law enforcement, construction technology, automobile mechanics, and engineering related training. However, improved access is critical if women are to have increased opportunities in these better-paying fields. Current admissions practices may actually impede rather than enhance women's enrollment.

The study also revealed that:

- Few women have accurate information concerning the income potential for various technical and vocational careers.
- Among women students who aspire to management or technical positions, few plan their courses and curriculum accordingly.
- Most women continue to enroll in traditional programs—secretarial science, nursing, and child care aide—creating occupational segregation in low-paying jobs with few options for upward mobility.
- The study also noted that recruitment programs have resulted in a marked increase in the enrollment of women in these programs in non-traditional fields. In-service training programs are recommended to sensitize two-year college faculty and administrative staff to the needs of women entering the colleges, particularly those who wish to enroll in non-traditional programs.

Copies of the report are available for $3.00 from the American Association of Community and Junior Colleges Publications, 621 Duke Street, Alexandria, VA 22314.

Women ROTC'ers

The Army's Reserve Officers Training Program now has 12,000 women cadets, 21% of the total enrollment. Women were first admitted to ROTC in the 1973-74 academic year.

Fewer $$$ for Women Students

Are there differences in the way financial aid is distributed among male and female students? A study published in the November 1977 issue of *The Journal of Student Financial*

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WOMEN'S STUDIES

Women's studies programs are continuing to develop and expand at colleges and universities across the country, although budgetary constraints remain a problem. Student enrollments in women's studies are increasing, and the curricula encompass hundreds of course listings. Students are reporting that women's studies programs have a considerable impact on their lives and vocational choices. Highlights of these trends are listed below.

FACT SHEET ON WOMEN'S STUDIES PROGRAMS IN 1977

1. There are now 276 women's studies programs on college and university campuses in the United States. The growth rate of these programs in the last 18 months was 80 percent.

2. Women's studies programs can be found in the District of Columbia and in all but nine of the 50 states. Those states without programs are Alaska, Idaho, Louisiana, Maine, Mississippi, North Dakota, Rhode Island, West Virginia, and Wyoming.

3. The state with the largest number of programs continues to be California, with 48 programs. Other states with significant numbers of programs include New York (38), Illinois (21), and Michigan (17).

4. Three-quarters of all women's studies programs can be found in public colleges and universities; one-quarter on private campuses. More than half of them (56 percent) are to be found in public four-year colleges and universities; 24 percent in private four-year colleges and universities; and 20 percent at public two-year colleges. There are no programs at private two-year colleges.

5. The largest area of growth is in the public two-year college. Of the 127 new programs, 40 percent are in the two-year community college, exactly twice the general percentage of two-year women's studies programs in the total 276 programs. Eleven of the new two-year programs are in California, and six are in Illinois. In general, the states with the largest numbers of new programs are California (16), Michigan (12), Illinois and New York (11 each), and Minnesota (10).

6. Slightly more than half (51 percent) of all programs offer a structured curriculum leading to the comletion of a minor, certificate, or degree. Six programs (all located in California) offer the Associate of Arts degree; 56 programs, the B.A.; 16 programs the M.A.; and 2 (SUNY/Binghamton and Union Graduate School), the Ph.D.

7. A number of mature programs have, in 1977, instituted the B.A. degree: Barnard College, the University of California at Berkeley, California State University at Sonoma, the University of Georgia, SUNY/Albany, the University of South Carolina.

8. Four older programs have instituted both the B.A. and the M.A. degrees: the University of Maryland, the University of Alabama, California State University at Long Beach, and SUNY/Binghamton.

9. Four older programs have recently established certificates or minors and B.A.'s: the University of Nebraska, SUNY/Stony Brook, Towson State University, and the University of Georgia.

10. Cornell University, with one of the two oldest programs in the country, begun in 1969, has just established a graduate minor, the first in the country.

–Compiled by Florence Howe, editor, *Women's Studies Newsletter* and Frances Kelly, research assistant. The newsletter is available for $7.00 annually from: *Women's Studies Newsletter*, P.O. Box 334, Old Westbury, NY 11568.

Impact of Women's Studies Courses

How do women's studies courses change women's lives? Researchers had little information on the educational impact of such programs. A recently completed study, however, documents some startling behavioral and attitudinal changes among women's studies students.

To collect data, researchers Allana Cummings Elovson and Irene Cockcroft surveyed 250 students at SAN DIEGO STATE UNIVERSITY, distributing a 22-item open-ended questionnaire. Ninety-three percent of the students felt that women's studies courses had changed their thinking. Areas most frequently mentioned were: new ideas (95%), changes in attitudes concerning other women (82%), themselves (76%), men (75%), women not in the women's movement (74%), behavior in class and on the job (72%), childrearing (72%), women's roles (70%), politics (63%), body and sexuality (62%), and future career plans (51%).

The students also felt that they were more outspoken, critical, and rational as a result of taking women's studies courses. Generally, students reported:

- increased feelings of self-esteem and self-confidence,
- reduced feelings of dependency on men and others,
- less need to project a "pretty" image and be liked by all,
- increased identification with and respect for other women,

- greater educational and career aspirations,
- determination to raise their children in a nonsexist manner.

A summary of the study's findings is published in the summer 1978 issue of *Women's Studies Newsletter* available for $2.00 from The Feminist Press, Box 334, Old Westbury, NY 11568. The full report is available for $3.00 from Allana Elovson, 442 8th Street, Del Mar, CA 92014.

Selected Resources

- *Feminist Resources for Schools and Colleges: A Guide for Curricular Materials* is newly revised and expanded with more than 500 sources listed. The 67-page annotated bibliography has a section on higher education resources and anthologies as well as pamphlets, articles, audiovisual and other materials for teachers and students, preschool to postgraduate. *Feminist Resources* begins with basic readings on women and education and the women's movement, and follows with sections including sports, law, counseling and strategies for change. Available for $2.95 from The Feminist Press, Old Westbury, NY 11568.

- *Who's Who and Where in Women's Studies*, edited by Tamar Berkowitz, Jean Mangi, and Jane Williamson, is a directory of college-level women's studies courses and faculty in the United States. It includes 4,900 courses in three lists: by instructor, by institution, and by department. Also included is a directory of women's studies programs nationwide. Available for $7.50 from The Feminist Press, Old Westbury, NY 11568.

- A Women's Studies Consultants and Speakers Service has been organized to assist individuals, groups, and departments at member colleges of the Great Lakes Colleges Association (GLCA). Consultants are available to address curricular or teaching issues, career counseling, academic advising for women students, and a variety of issues related to the needs of women students and faculty. For further information contact Great Lakes Colleges Association, Women's Studies Committee, 220 Collingwood, Suite 240, Ann Arbor, MI 48103.

NEW ADDRESS? HAD A MOVING EXPERIENCE LATELY?

Don't neglect to let us know if you've moved. Perhaps you didn't realize that because our mailings are delivered to you at 3rd Class Bulk Rate, the Postal Service:

- rarely forwards our materials to you at your new address even though you may have already filed a change of address notice at your local post office;
- does not return to us mail which is undeliverable. (Our mailings continue to be sent to your old address and won't be forwarded to you.)

Please cut along dotted line

Check (✓) the appropriate box:

☐ Change my name and/or address; my old and new addresses are listed in Boxes A and B.
☐ Add my name to your mailing list; I'm not receiving your materials. My address is listed in Box B.
☐ Remove my name from your mailing list; my name and address are listed in Box A.

BOX A — OLD ADDRESS	BOX B — NEW ADDRESS
Don't send materials to my old address:	Materials should be sent to the following:
Name (print or type) (Attach old mailing label if available)	Name (print or type)
No. & Street, Apt. No., P.O. Box No. or R.F.D. No.	No. & Street, Apt. No., P.O. Box No. or R.F.D. No.
City/State and Zip Code	City/State and Zip Code

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Aid (Vol. 7, No. 3) showed that "the distribution of financial aid appears to favor men more frequently than women." Data from 29,000 undergraduates at 241 colleges and universities revealed that:

- Men had access to substantially greater resources than women.
- At public institutions, greater percentages of the women's total resources came from their parents.
- In public and private two-and four-year institutions, males received greater percentages of their total resources from education benefits.
- Significantly greater percentages of the men's total resources than women's resources came from personal savings.

The study concluded that the distribution of aid may favor one sex over the other because of differing rates of application for aid. Further research is needed to assist educational policy makers in their efforts to further women's access to and choice of college financial aid.

HEW Criticized for Poor Data Collection Concerning Women

Problems in Assessing the Impact of Education Division Programs on Girls and Women is a 14-page report prepared by the presidentially-appointed National Advisory Council on Women's Educational Programs. The Council investigated the Department of Health, Education and Welfare's inadequacies in collecting and analyzing data concerning women and girls in education. They concluded that HEW has no uniform definition of sex bias, sex stereotyping and sex discrimination, that the agency lacks baseline information against which to measure progress, and that data are "inaccessible, noncomparable, or non-existent." The study also found that within HEW, data frequently are not collected by sex, not tallied when collected, and are often not analyzed for discriminatory patterns.

The Council recommended a number of remedial measures including:

- The Commissioner of Education should appoint a special task force on data collection which would publish a comprehensive tabulation of data collected by the programs.
- The Education Division should make data on sex differences readily accessible to non-government personnel.
- All Education Division evaluations should include an analysis of the differential impact of programs by sex.
- An analysis of the impact of various policies on women should accompany all policy studies.
- More money should be allocated to research into sex differences in participation and staffing of Education Division programs.

The report is available at no charge from the National Advisory Council on Women's Educational Programs, 1832 M Street, NW, Suite 821, Washington, DC 20036.

Women in Journalism Get Out the Word

A new monthly publication for journalism students and teachers, *Status News*, is published by the Committee on the Status of Women in Journalism of the Association for Education in Journalism. *Status News* focuses on research on women in journalism and media, and lists upcoming conferences, faculty openings, and grant information. According to Dr. Marion Marzolf, editor, *Status News* will serve as a catalyst for encouraging expanded research on women and the media, as well as for increasing the visibility of women in journalism education.

A one year subscription costs $1.00 from *Status News*, Committee on the Status of Women in Journalism, Department of Journalism, The University of Michigan, Ann Arbor, MI 48109.

The history of women journalists is seldom included in the standard journalism curriculum. "I looked at the journalism history I was teaching," said Marzolf, "and the women were mentioned mostly in the footnotes in standard history texts. I resolved to search for them and recover their lost history." Marzolf's efforts resulted in the publication of *Up From the Footnote*, a text which covers colonial America, when five women "were official printers before the War for Independence," down to the present when most women in journalism are news reporters. *Up From the Footnote* costs $12.95 from Hastings House, 10 E. 40th Street, New York, NY 10016.

The 1978 edition of *Media Report to Women Index/Directory* provides an indexed listing of new resources and documentary materials for students and teachers of women's studies courses as well as for libraries and women's centers. The *Index/Directory* lists women's media groups, authors, courses, library collections, periodicals, publishers and distributors. The 60-page booklet costs $8.00 from Women's Institute for Freedom of the Press, 3306 Ross Place, NW, Washington, DC 20008.

German Scholars Publish Newsletter

Women in German, a newsletter published by a coalition of various caucuses of feminist German scholars, contains information about meetings and publications, as well as correspondence and calls for research papers. Subscriptions are $2.00 annually ($1.00 if unemployed) from Women in German, Department of German, University of Wisconsin, Madison, WI 53706.

"I Believe in equal relationships, but. . ."

Dating college couples claim almost unanimously that they want egalitarian relationships, but in practice they are not able to achieve such relationships. So concluded a study of 200 dating college couples by Anne Peplau, assistant professor of psychology at the UNIVERSITY OF CALIFORNIA AT LOS ANGELES and two colleagues, Zick Rubin and Charles Hill. Ninety-five percent of the women said they wanted equal relationships compared to 87% of the men. However, less than half of the couples surveyed felt that their present relationships *were* equal.
equal.

Peplau attributed the unequal balance of power to a number of factors:

- sex role attitudes and stereotypes,
- parental role models,
- materials resources,
- career goals and level of education.

The study was published in the November 1976 issue of *Psychology Today*. For more information, contact Zick Rubin, Dept. of Psychology, Brandeis University, Waltham, MA 02154.

Resources for Learning and Teaching about Women

The Research Center on Women at ALVERNO COLLEGE (WI) has published twelve unannotated bibliographies on women: *Women and History, Women and Work, Women and the Arts, Women and Religion, Women of Non-Western Cultures, Women's Movement, Women and Society, Women and Sex, Women and Education, Women and Their Minds and Bodies, Women & Life Styles and Women.* The complete set is

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available for $10.00; single copies are $1.00. Order from Research Center on Women, Alverno College, 3401 S. 39th Street, Milwaukee, WI 53215.

The Government Printing Office has issued a 362-page bibliography for researchers, scientists and students that examines the influence of sex roles on individual behavior and on society's institutions. "Sex Roles: A Research Bibliography" Order No. S/N 017-00422 costs $3.30 from the Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402.

The Sexual Barrier, a voluminous annotated bibliography by Marija Hughes, is a compendium of more than 8,000 resources and references on the status of women from 1960-1975. It contains over 250 categories including women's education, health, employment, economic and legal status, minority women, and women's history. The education chapter focuses on college admissions policies, career choices, role models, educational programs, graduate schools, women's studies curriculum, vocational education, and sports. An entire section is devoted to federal legislation and women's educational equity. The book is available for $40.00 from Hughes Press, 500 23rd Street, NW, Box B203, Washington, DC 20037.

On Equal Terms: A Thesaurus for Nonsexist Indexing and Cataloguing, developed under a grant from the Council on Library Resources, provides alternatives to existing sex-biased catalogue classifications for materials on women. It expands subdivisions under headings such as divorce, education, employment, feminism, and marriage, and presents more than 7,500 alternative designations for the processing and coding of women's resource materials. Designed for use by indexers, catalogers, and reference specialists, the thesaurus is based on the principles developed by the American Library Association's Committee on Sexism in Subject Headings, as endorsed by the ALA Resources and Technical Services Division Subject Analysis Committee, and accepted for use by the Library of Congress. Hardcover ($14.95) and paperbound ($9.50) copies can be ordered from American Bibliographical Center, Clio Press, Riviera Campus, 2040 A.P.S., Box 4397, Santa Barbara, CA 93103.

The *IWY Workshop Guidelines*, originally prepared by the IWY Secretariat for use by workshop leaders at IWY State Meetings, are now available for general distribution. Each guideline book includes program suggestions, fact sheets, and lists of resource speakers, experts, and selected readings. The books cover 19 topics including education, child care, credit, employment, older women, and wife abuse. Reprints are $1.25 each from the Superintendent of Documents, Government Printing Office, Washington, DC 20402.

Women's Studies and the Arts

Women's Studies and the Arts is a new publication featuring 29 articles on women and art, including feminism and art history, women's studies art courses, art and gender, planning and architecture, film, American needlework, professionalism in the world of art, working with women prisoners, and living and working environments. Order for $5.50 from Elsa Honig Fine, 7008 Sherwood Drive, Knoxville, TN 37919.

TITLE IX

Title IX Violation Can Cost $$$

The Oak Ridge, Tennessee, public school system has recently received notice that it may lose its $750,000 in federal funds. The Department of Health, Education and Welfare (HEW) informed school officials that female students must be treated the same as males in inter-scholastic and physical education programs, including equal assignment of gymnasium facilities and schedules. HEW also required equal pay for coaches of girls' teams.

HEW's standards for Oak Ridge are likely to be applied to colleges and universities as well. July 21, 1978 marks the date by which colleges and universities must provide equal opportunity in their men's and women's athletic programs. That date signals the end of a three-year "adjustment period" during which colleges were to eliminate sex bias in their intercollegiate, club, and intramural sports. The transition period was set by HEW when it published the Title IX regulations in 1975. (Title IX bans sex discrimination in any federally assisted educational program or activity.)

Title IX: A Private Right to Sue?

Court tests of an individual's right to bring a private civil suit to enforce the provisions of Title IX of the 1972 Education Amendments are achieving mixed results. In the leading decision, handed down by the Seventh Circuit U.S. Court of Appeals last August, the court held that no such private right of action exists for individuals under Title IX. The ruling, which is being appealed to the Supreme Court, stated that the only remedies available to individual victims of sex discrimination are those specifically enumerated in the statute. The appellate court's opinion stated that the "sophisticated scheme of administrative enforcement" provided adequate protection for individuals, eliminating the need for private persons to seek judicial remedy from sex discrimination practiced by educational institutions. [*Cannon* v. *University of Chicago*, 559 F. 2d 1077 (1977); 559 F. 2d 1063 (1976).].

Although the Seventh Circuit is the only court of appeals to rule on the issue, to date, a number of U.S. district courts have disagreed noting that while the only remedy specified by the Title IX statute is termination of federal funding, a private right of action is implicit in the law. Motions to dismiss on the grounds that the law did not provide an individual right to sue were denied by a court in Kansas because Title IX "carries an implied right to a private cause of action similar to that found in Title VI of the Civil Rights Act of 1964. . ." In that case, however, the court held that damages by restitution were a form of relief not available under Title IX. [*McCarthy* v. *Burkholder*, Civ. Action No. 75-136-C6 (D. Kansas) February 2, 1978.]

District courts have also expressly recognized a private right of action against educational institutions under Title IX in cases in Connecticut, Tennessee, and Ohio. [See: *Alexander* v. *Yale University*, Civ. Action No. N-77-277 (D. Conn.) August 31, 1977; *Cape v. Tennessee School Athletic Association*, 424 F. Supp. 732 (1976), 563 F. 2d 793; *Lodwig v. Bd. of Education*, Civ. Action No. 76-604 (N.D. Ohio) March 31, 1977, appeal pending, 6th Circuit.]

Courts Consider Title IX's Coverage of Employment

Three federal district courts have now ruled that Title IX's prohibition of sex discrimination is limited to students and does not extend to employees of educational institutions.

Following the precedent established last year in *Romeo Community Schools* v. *HEW* [483 F. Supp. 1021 (E.D. Michigan) 1977, appeal pending 6th Circuit.] courts in Washington state and Maine have ruled that Title IX was not intended to

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cover employment and that HEW had exceeded its authority by regulating employment practices. The question at issue in the Maine case [*Brunswick School Board* v. *Califano*, and *Isleboro School Committee* v. *Califano*, Civ. Action No. 77-168-SD and 78-10-SD (D. Maine) April 13, 1978.] was similar to that of Romeo involving pregnancy disability benefits for teachers. The Washington case arose when SEATTLE UNIVERSITY filed suit to prohibit HEW from using Title IX as the basis for investigating a claim of discrimination in salaries. [*Seattle University* v. *HEW*, Civ. Action No. C-77-631S (W.D. Washington) Jan. 20, 1978.]

The Maine ruling paralleled that issued by the *Romeo* court and was limited to the one section of the Title IX regulation dealing with pregnant employees. The *Seattle* opinion however, was much more broad, stating strongly that *all* the employment sections of the Title IX regulations were "null and void and of no effect whatsoever."

In limiting Title IX's coverage to students, both rulings noted that employment discrimination issues may be handled under Title VII of the 1964 Civil Rights Act, which was amended in 1972 to prohibit discrimination on the basis of sex.

The government has filed appeals in the *Romeo* and *Seattle* cases, and, according to a spokesperson for the Department of Justice, will appeal the Maine ruling as well.

In the meantime, HEW is continuing its investigation of the sex discrimination complaints against the UNIVERSITY OF SEATTLE under the authority of Executive Order 11246, which prohibits federal contractors from discriminating against women and minorities.

Student Sues Yale for Sexual Harassment

Sexual harassment of students may constitute a violation of Title IX, according to a December 21 decision by a federal magistrate in a preliminary hearing on a lawsuit brought against YALE UNIVERSITY. The ruling, which permits the case to go to trial, also held that private civil suits may be brought by individuals under Title IX.

Using reasoning developed in the context of employment discrimination, the opinion in *Alexander* v. *Yale* states that ". . .academic advancement conditioned upon submission to sexual demands constitutes sex discrimination in education." While the lawsuit against Yale is yet to be decided on its merits, this preliminary ruling is significant because of the potentially far-reaching implications of the determination that sexual harassment can constitute sex discrimination against students under Title IX.

The lawsuit was brought by a Yale undergraduate, who alleges that she received a grade which did not reflect her academic work but which was rather, retaliation for her rejection of a male professor's sexual overtures. She complained extensively to Yale officials to no avail. According to the ruling, absence of a "realistic possibility of a meaningful remedy" through HEW's administrative complaint process or elsewhere supported the student's access to federal court.

MEDICINE

Medical Schools Cited for Age Bias

The U.S. Commission on Civil Rights has recommended that medical schools be prohibited from using age as a criterion in making admissions decisions. The recommendation was one of a number of steps the Commission feels should be taken to eliminate "widespread" and "unreasonable" age discrimination in federally assisted programs. The five-member Commission carried out a two-year study of age bias following the passage of the Age Discrimination Act of 1975 which prohibits discrimination on the basis of age in any program that receives federal dollars.

Of the 114 medical schools reviewed, 28 were found by the Commission to discriminate on the basis of age, with one school reporting that "no persons over 35 will be accepted." Aside from the medical school admissions, the Commission found no other evidence of age discrimination in higher education. Women's groups disagree, however, claiming that other professional schools in addition to undergraduate institutions may also be relying on age as a criterion for admissions. They note that women may be particularly vulnerable to age discrimination because many women may interrupt or delay academic involvement due to childrearing responsibilities.

Copies of the free report are available from the U.S. Commission on Civil Rights, Publications Office, Room 700, 1121 Vermont Avenue, NW, Washington, DC 20425.

Productivity is High Among Female Physicians

Are women physicians as productive in their profession as males? As recently as 1975, female doctors were reported as working only 2/5 as much as male doctors. A 1977 study on the productivity of women and men physicians, however, puts to rest many "old doctor's tales." Indepth interviews of doctors in the Detroit tri-county area revealed that women physicians work 9/10 as much as male physicians, but even this figure may be an underestimate. The authors noted that the "hours worked by males are overstated. . .a majority of the 26.1% of males who stated that they worked over 70 hours per week were including their hours on call as well as those actually worked. Women understated their medical work by restricting it to formal appointment or practice situations, whereas a great deal is being done informally without monetary reward." The interviews also revealed that:

- Seventy-six percent of the women reported that they do all the cooking, shopping, child care, and money management in their households.
- Twice as many women as men deferred the birth of a child because of their training or career.
- Fifty-two percent of the women and only 36% of the men expressed conflict between their work and their parenting role.

Results of the study conducted by Marilyn Heins, Sue Smotk, Lois Martindale, Jennifer Jacobs, and Margaret Stein were published in the June 6, 1977 issue of the *Journal of the American Medical Association* (Vol. 337).

Women Medical Students Form Coalition

A new coalition hopes to increase the status of women in medicine—the National Alliance of Women Medical Students. The coalition was formed at a recent convention of the American Medical Women's Association. The coalition will work closely with its sister organization, the Women in Medicine Committee of the American Medical Students Association. Both groups serve to increase communication and support among women in medical schools. Members of the Alliance's steering committee include a number of sponsoring organizations such as the Student National Medical Association, American Medical Association, and Association of American Medical Colleges. A major goal of the committee is to continue holding leadership workshops for women medical students.

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For more information contact Naomi Silverstone, Women in Medicine Committee, 1171 Tower Road, Schaumberg, IL 60195.

Resources on Women in Medicine

In the last two years, a number of resources on women in medicine have focused on the impact of women in medical schools and the career patterns of women physicians.

Women in Medicine: A Bibliography of the Literature on Women Physicians is an annotated bibliography that covers the published literature on female physicians. International in scope, it provides over 4,000 citations to statistical data and documents on women as physicians and health providers. The references are arranged within 14 broad subject classifications. The editors are Sandra Chaff, Ruth Haimbach, Carol Fenichel, and Nina Woodside. The book is available for $35.00 from Scarecrow Press, Inc., P'O. Box 656, Metuchen, NJ 08840.

Women's Leadership and Authority in the Health Professions is a 300-page conference proceedings which includes papers and abstracts from women health professionals. Topics include career choices, innovative programs, directions for change, and creative leadership. Also included are articles dealing with counseling persons believing themselves to be victims of sex discrimination and the dilemma of the minority female in the health care system. A limited number of copies are available from the Program for Women in Health Sciences, University of California at San Francisco, 1343 Third Avenue, San Francisco, CA 94143.

Women in Medicine–1976, edited by Carolyn Spieler, is a 127-page analysis of the sharp increase in the number of women medical students and physicians and how that increase affects medical schools. The book explores a number of questions:

- What is the impact of women doctors on residency training?
- How do women in medicine make career choices?
- Are part-time doctors an emerging trend?
- Is the increase in women medical students leading to a restructuring of the medical curriculum?

Copies are $4.00 from the Josiah Macy, Jr. Foundation, One Rockefeller Plaza, New York, NY 10020.

The study also contrasts the experiences of women in American and European medical schools.

SPORTS

Sports Newsletter Off and Running

On your mark. . .get set. . .SPRINT! The premiere issue of *In the Running,* a quarterly publication on women's athletic opportunity, has been published by SPRINT, a newly-formed national clearinghouse on women and sports. SPRINT is a project of the Women's Equity Action League (WEAL) and is funded under a two-year grant from the U.S. Office of Education.

In the Running features articles on women's full-ride sports scholarships, recent legal developments in the area of contact sports, and listings of resources and sports packets. The newsletter also has photographs, action shots, and even cartoons. A column entitled "SPRINT SAYS" gives answers to frequently asked questions about women and sex discrimination in athletics.

To obtain a free copy, write SPRINT 805 15th Street, NW, Suite 822, Washington, DC 20005.

Tomorrow's College Males Willing to Give Women a Sporting Chance

The latest boost to women's athletics comes from the Gallup Youth Survey. Teenage males, for the most part, are as willing as their female counterparts to see female participation in team sports formerly considered "for males only." Few teenagers objected to males and females competing on tennis, swimming, and track teams, and at least half would not object to boys and girls playing on the same baseball or basketball team. Only 15% of the boys, however, and 22% of the girls say they should play on the same football team, and only 12% of the teenagers favor co-ed wrestling.

The survey results were based on a representative sample of 1,035 teenagers. As a result of favorable youth attitudes concerning women's athletic opportunity, the nation's high schools and colleges can expect to see an increasing interest among women students in interscholastic and intercollegiate sports.

Resource on Fair Play

Equity in School Athletics: A Guide by Joyce R. Countiss is a 25-page resource for parents, teachers, and administrators. Although primarily aimed at the public schools, it may be of interest to teacher trainers and to college administrators. It provides an overview of educational and legal considerations in the evaluation of school athletic programs, and how programs may be changed to bring about equity for both male and female students. The guide also discusses the so-called lack of interest in sports by young females, use of facilities, and intramural and club activities. A list of references and evaluation forms are included. Copies are available for $2.50 from the Training Institute for Sex Desegregation of the Public Schools, University Extension Division, Federation Hall, Douglass College, Rutgers University, New Brunswick, NJ 08903.

INTERNATIONAL

It's the Same the Whole World Over

England

Women in Great Britain occupy few top academic positions according to statistics released by the University Grants Committee in its publication, *Statistics of Education: Universities 1975.* Only 84 of the 4,205 professorships in the United Kingdom are held by females.

There are no female professors among the engineering faculties of the 44 universities or in the schools of architecture, surveying, agriculture, forestry, and veterinary science. The entire science faculty (biology, zoology, biochemistry, mathematics, physics, chemistry and environmental sciences) has only nine female professors among 1,044 men. Only two of the 104 professors of education are women.

Women fare slightly better in the faculties of medicine, dentistry and health where they hold 20 out of 842 professorships, and in languages, literature and the arts where they hold 52 out of 826 positions.

For more information, contact the University Grants Committee, H.M. Stationery Office, London, England.

Prices quoted in this publication subject to change.